

APPENDIX A- Cover Sheet

WALTERS STATE COMMUNITY COLLEGE

2019 Governor's Investment in Vocational Education (GIVE)

Engineering Technology Dual Enrollment Program

Walters State Community College

IN PARTNERSHIP WITH:

1. Northeast TN Economic and Community Development
2. Morristown Area Chamber of Commerce
3. Hamblen County Board of Education
4. Iconex
5. Arconic

Dr. Thomas Sewell
500 S. Davy Crockett Parkway
Morristown, TN 37813
423-585-2650
thomas.sewell@ws.edu

Funding requested:

\$983,865.00



**President of Higher Education
Institution (Fiscal Agent)**



Project Director (Lead Entity)

Table of Contents

Abstract.....	1
Demonstration of Need.....	2
Program Plan.....	4
Strength of Partnerships.....	7
Budget Plan.....	9
Sustainability.....	10
Economic Status Acknowledgement.....	11
References.....	13
Grant Budget.....	14
Letters of Support.....	15

Abstract

The Engineering Technology Dual Enrollment Program is designed to increase the number of college graduates trained in the area of automation in order to meet the workforce needs of the ten-county service area of Walters State Community College. As robotics, automation, the Internet of Things, and technological advances in manufacturing occur at a more rapid pace, the skills required for tomorrow's workforce will become more technical and require employees with a range of skills that will allow for integration and adaptation of these advances into the existing workplace. Rising high school juniors and seniors are eligible to participate. The program is open currently to students in the Hamblen County School District and will be expanding over the next three years to include all secondary schools in WSSC's service area. Students will apply to the program by completing an application form, including letters of recommendation from teachers and counselors, and then selected for the program by a college panel. Students complete high school course requirements while also earning an Associate Degree within two years. The program is designed to prepare graduates with the knowledge and skills necessary to secure gainful employment in the field of industrial automation. From advanced programmable logic controller training through programming of computer-controlled machining and robotics equipment, the Automation Specialization provides students with the training needed to work within today's automated manufacturing environment. These skills will be taught in the classroom and through on-the-job training at local businesses. Students will be prepared to enter the workforce directly upon high school graduation or enroll in a bachelor's degree program.

1. Demonstration of Need

In a report for the Brookings Institute, Levesque (2018) stated that students often face a multitude of stumbling blocks in their quest for a college degree and/or credential. Community colleges can help remove those barriers by systemically providing clear pathways for students from the classroom to employment. Walters State Community College (WSCC) has successfully utilized a number of strategies for improving retention and completion rates, including improving communications with students, emphasizing non-cognitive skills, and using completion coaches and peer mentors to plan and implement academic and career pathways. WSCC has committed to support all aspects of Tennessee's Drive to 55 as it encourages postsecondary institutions to provide appropriate education and training to a significant percentage of the state's population. As a community college, WSCC is tasked with responding to the regional needs of students and employers to provide this training in order to provide a well-educated and prepared workforce.

Current information on labor market statistics and job requirements, along with career counseling, is essential for students as they plan for their career. But for many students, especially those who are low-income and first-generation, the maze of procedures and policies that are inherent at the college level can be overwhelming. WSCC Completion Coaches help provide a clear pathway to navigate classes, financial aid, and other wrap-around services along with a clear goal. Several WSCC deans, faculty, and Completion Coaches have access to [JobsEQ](#), a database that provides demographic and occupational information, labor market trends, and current regional information on industry. These efforts are designed to provide the motivation for students to stay in school.

Levesque (2018) also quotes research by West (2018) that “highlights results from a Deloitte survey that found that “39% of large company executives said they were either ‘barely able’ or ‘unable’ to find the talent their firms required”” (p. 112). It is therefore important that colleges find ways to address these barriers through innovative methods, working with the K-12 and business partners in a larger framework. WSSC’s Dr. John LaPrise, Vice President for Educational Outreach, is in contact with regional schools as well as industry leaders to assess needs and find linkages between education and workforce development. The proposed Dual Enrollment program is a method that has proven successful at other colleges in Appalachia and is the basis for the Engineering Technology Dual Enrollment Program proposal.

The Engineering Technology Dual Enrollment Program is designed to increase the number of college graduates trained in the area of automation in order to meet the workforce needs of the ten-county service area of Walters State Community College. The [Tennessee Department of Labor and Workforce Development](#) projects a short-term need in the next two years of 4,490 new employees in the installation, maintenance, and repair sector; this increase is above the number of employees needed to replace current workers who retire or change careers. Within a 50-mile radius of the Morristown campus, the [Jobs4TN](#) web site lists over 500 current openings. Avery, Scott, Patten and Thompson’s 2018 LEAP report (p. 37) indicates that engineering is important to all but two of TNECD’s strategic industry clusters. Annual meetings with business and industry representatives have also stressed a need for trained workers, indicating a strong need and regional support for this program.

The Engineering Technology program at Walters State Community College (WSSC) has had 100 percent placement of graduates for the last 3 years. The number of students entering postsecondary education programs selecting this technical area has remained fairly constant at

approximately 20 new students per academic year at WSSC. This program is designed to double that number over the next three years. A failure to meet this need will result in the loss of business and industry investment in the region, as well as the potential loss of jobs as businesses relocate to other areas with a readily available workforce.

2. Program Plan

Rising juniors and seniors in the local secondary school systems are the target population for this program. The program will offer these students an opportunity to begin postsecondary training in automation and IT systems prior to the completion of their secondary diplomas, so that they are prepared to meet regional workforce needs earlier in their educational journey. The program begins through a selection process whereby students apply to participate by completing an application, including letters of recommendation from teachers and counselors. Applications are then reviewed by a panel at the college and selected students are placed into the program where they will complete both high school and college coursework at the college.

Designed to strategically improve not only access to training for students, the program will also address the regional need to increase available skilled workers for jobs in automation and electrical engineering. Graduates will be prepared to fill vital roles in the workplace for the region by having the skills and experience necessary to join the workforce immediately upon successful completion of the program.

The Electrical Engineering Dual Enrollment Program is beginning its initial year, 2019-2020 will 9 students enrolled. Eventually encompassing the 25 secondary schools in WSSC's 10-county service area, each cohort is expected to number 20 students. Outreach to regional employers will continue to assess and meet specific skillset needs. The Dual Enrollment Program expansion over the grant term will require the development of innovative delivery methods to

include collaborative laboratory options that allow for hands-on practice at remote sites, and distance delivery methods including online and synchronous options for remote access.

Assuming the project proceeds according to plan, a Computer Information Technology degree program with a concentration in Programming will be added to the curriculum in years 2 and 3.

Twenty new graduates with a 2-year Associate of Applied Science degree in Engineering Technology with a specialization in Automation are expected at the end of the program's second year. Through the internship component and industry participation, each of these students will be employed within 6 months of completion of the program. At the end of the third year, this number will increase to 40 total graduates placed in the workforce. These graduates should be employed by at least 10 different employers in the region. The program will be extended to include the 25 secondary schools in the region.

The effects of dual enrollment on retention and completion appear to be significant for students entering a community college. Grubb, Scott, and Good (2017) studied students participating in dual enrollment classes at Northeast Tennessee Community College. They concluded that these students were less likely to need remediation and more likely to graduate in two to three years. At the time of their study, 46 percent of community college students in Tennessee did not complete in eight years. Students participating in dual enrollment during this study were 26 percent more likely to graduate in two years, and 28 percent to graduate in three years. This program provides students with the chance to take advantage of the benefits of a dual enrollment partnership in a highly structured fashion. Through the Dual Enrollment program, in alignment with Drive to 55, the educational partners will be better able to identify the specific needs of employers in the region, and to address those needs through the proper application of coursework and training based on skillsets required in the region's workforce.

Over the past four years, WSCC has systemically initiated programs to directly impact student retention and completion, especially for underrepresented students. These programs focus on strategically enabling students to remain in college, complete their degree, and enter the workforce with the credentials they need. Utilizing the elements in Purpose First, part of the national undertaking from Complete College America (CCA), students work with Completion Coaches to explore careers and develop a direct GPS (Guided Pathway to Success). WSCC is one of five Tennessee institutions selected by THEC and TBR to spearhead CCA initiatives in this region. Students entering the Engineering Technology Dual Enrollment Program will have full access to completion coaches and staff to encourage academic success, program completion, and job readiness.

Embedded in the curriculum are lessons on soft skills, including the importance of attendance, personal and professional presentation, speaking to superiors and groups, and reliability. For many rural students, especially those coming from families and communities dealing with the opioid epidemic, these skills need to be taught and practiced for success in the workforce.

Access to this program, as to other dual-enrollment opportunities is often inequitable. Minority students and those from rural areas statistically are not likely to have access to or take advantage of dual enrollment (Berman 2019). Direct contact from WSCC staff with the high schools will provide better communication with these students, providing greater access to career pathways. Retention and completion are also concerning, especially for high school students who may not be ready to handle the rigors of college classes (Dembicki, 2019). Wrap-around student services will provide support through professor-student interchanges and attention, WSCC Completion Coaches, small class size, career and social counseling, and financial guidance.

The program is designed to include apprenticeship work-based learning opportunities for all participants throughout the second year of the program. Students will attend classes three days a week and will be placed in internships with supporting business and industry partners for two days each week for the final two semesters. Business and industry partners have committed to provide semester-long internships with work-based learning activities throughout their participation in the program and are an integral component in the success of the dual enrollment program. Dr. Tom Sewell will serve as point-of-contact for industry supervisors and managers and liaison for students should additional support be needed. Faculty interface with students regularly and are most likely to see early signs of distress or failure. Faculty have a variety of supportive academic and social interventions available to offer students. Dr. John LaPrise will also connect with business leaders and high school administrators to ensure the college is meeting the needs of both industry and students.

Equipment being requested through the GIVE grant will provide hands-on laboratory experiences for the students in the program. By reducing the number of students per piece of equipment, we are better able to provide students with more focused hands-on learning activities under the guidance of classroom instructors in order to better prepare them for their participation in work-based learning experiences during their internships.

3. Strength of Partnerships

Current 2019-2020 partners for the program include WSCC, the Hamblen County School System, and Arconic. Plans for the 2020-2021 academic year include expansion to Jefferson County School System, Grainger County School System, Hawkins County School System and twelve industry partners including Iconex and Team Technologies. The third year of the program will be offered to all schools and businesses in the College's ten-county service area. Our plan is

to use this initiative as a template for other possible degree programs (i.e. dual enrollment AAS program where students can complete their high school diploma and AAS simultaneously with contributions from various stakeholders to cover tuition and other costs). We will be discussing this approach with other school districts. The school system partners will provide the pool of applicants/students and will be vital in encouraging students to participate. The school systems will also provide instructors to teach general education dual enrollment courses as a component of the overall program, so that students may proceed at the correct pace through the program. These systems will also participate in advising students and monitoring progress to ensure successful completion.

Initial meetings with business and industry representatives have already taken place in order to recruit participation and support. The business and industry partners will provide internship opportunities for every student in the program, and participate in classroom activities, curriculum design and revision, and financial support for students. Letters of engagement are included in the attachments to this proposal.

Walters State Community College has all necessary fiscal and administrative controls in place to manage Federal funds including student financial aid, Pell grants and multiple Federal grants and awards from HHS, USDA, Appalachian Regional Commission, THEC, TBR, TN Arts Commission and several private industry and foundations. Funding is disbursed through the college's Business Office and tracked by WSCC's Grant Writer and Compliance Director, and each Principal Investigator/Project Director to produce accurate reports as required by the funder. Business Office staff have many years of experience in working with local, state, and Federal dollars with appropriate processes and procedures for accurate and on-time auditing.

4. Budget Plan

Position	Role	Yearly Salary	% of Time to Grant	Number of Months Working for the Grant	Total Cost
Engineering Technology Coordinator	Program outreach and coordination	\$50,000	100	30	\$125,000
Engineering Technology Instructor	Classroom instruction and training	\$50,000	100	30	\$125,000
Program Director	Oversight of program and administration	\$92,300	30	30	\$0

The program director is a current full-time employee of the college and will not charge any salary towards the grant. The other two positions will be new hires and will be employees of the college.

Fringe Benefits (\$19,500 per person per year x 30 months): **\$97,000**

Fringe benefits are calculated at 39% of base salary per person per year. Fringe benefits include medical insurance, retirement, longevity pay based on years of service, tuition reimbursement for employees and members of the immediate family, and sick and annual leave based on years of service. Optional benefits include a 401K, dental plan, and optional disability insurance.

Travel (over 30-month period) **\$ 5,000**

Travel will be reimbursed according to the policies of the Tennessee Board of Regents. Walters State vehicles will be used when available. Travel costs include travel for meetings with schools and business and industry, and travel to conferences, meetings, and necessary training for certification, continued education, and other requirements.

Equipment:

Equipment will be purchased according to the policies established by the Tennessee Board of Regents. Equipment costs are based on quotes from approved suppliers, current as of 7/10/19.

Motosim Touch FS-100 Simulator with software package and Motosim EG-VRC	
\$6,995 (x5)	\$34,975
Motoman Robot STEM cart	\$41,128
Motoman AR700 Welding Robot and software	\$69,323
Access Control for Tech 206	\$5,500
PLC hardware	\$9,500
Total Equipment	\$160,426

Other:

Tuition and fees (\$8,364 per student x 40 students)	\$334,560
Books (40 students x \$400/semester x 4 semesters)	\$ 64,000

Total Other: **\$398,560**

Total Direct Charges **\$ 910,986**

Indirect Charges (8%) **\$72,879**

Administrative costs will primarily include staff support services such as payroll, student support services, and general overhead.

TOTAL: **\$983,865**

In-kind WSCC:

Supplies: **\$20,000**

Supplies include copying, printing, and miscellaneous office supplies used for administration of the program.

5. Sustainability

The grant will be administered by Walters State Community College as lead agency with all fiscal responsibilities and obligations. Dr. Thomas Sewell will be program director and oversee the faculty involved. Dr. John LaPrise will provide outreach to regional schools and industry. A program coordinator and technology instructor will be hired. These new personnel will become full-time WSCC employees. Current faculty in the Engineering Technology department include Dr. Bob Dixon, department head, and Andy Aarons and Dennis McKemy, full-time faculty. They will be responsible for day-to-day operations of the program, including teaching courses, developing curriculum, evaluating student participation and progress, and reporting individual, course, and program outcomes. Each of these participants will also be responsible for working with faculty and staff in the secondary schools and with business and industry representatives.

Grant administration will be coordinated through the business office, the grants office, and WSCC Compliance Director.

Equipment purchased through the GIVE grant will be housed in the laboratories that currently exist in the Business and Technology building, specifically in rooms 112, 116, 210, and

258. These rooms are dedicated laboratories for the Engineering Technology program and currently provide hands-on laboratory experiences to all students in the program. The rooms have correct electrical wiring, network connections, and safety equipment to allow students to perform all necessary operations using the requested equipment. The program also utilizes departmental funding to maintain and repair all equipment in order to meet student needs for training and experience.

The work-based learning component that will be further expanded through the GIVE grant is an integral component in the existing Engineering Technology program and is actually a required class in the AAS Common Curriculum for Engineering Technology through the TBR statewide program. We currently place all students in this program in internships during the final semester of their program work. Through the Dual Enrollment program, we are expanding this internship through two semesters, with participation throughout the program from business and industry partners. Dr. Tom Sewell and faculty in the Engineering Technology department act as the main points of contact for both the students and the business and industry partners, and Dr. Sewell is responsible for scheduling and placement for all participants. Transportation is currently handled through the Hamblen County school system in conjunction with students. With expansion to other counties WSCC and the school systems will negotiate the best solutions for students as they advance through the program.

6. Economic Status Acknowledgement

The table below indicates the ARC status of WSCC's 10-county service region:

County	County Economic Status, FY 2020	Three-Year Average Unemployment Rate, 2015-2017	Per Capita Market Income, 2017	Poverty Rate, 2013-2017
Claiborne	At-Risk	6.0	22,684	22.4

Cocke	Distressed	6.4	19,771	25.0
Grainger	At-Risk	5.4	22,199	18.7
Greene	Transitional	5.5	23,655	17.2
Hamblen	Transitional	5.1	26,057	19.8
Hancock	Distressed	7.8	15,282	25.7
Hawkins	At-Risk	5.3	22,342	19.3
Jefferson	Transitional	5.2	24,163	13.8
Sevier	Transitional	5.0	29,033	15.3
Union	At-Risk	5.6	20,946	21.6

References

- Avery, S., Scott, K., Patten, J., Thompson, A. (2018). *LEAP 2018 Occupational Analysis*. Center for Economic Research in Tennessee. Tennessee Department of Economic and Community Development. Nashville, TN. Retrieved from https://www.tn.gov/content/dam/tn/ecd/documents/LEAP%20Report_11-1-2018.pdf
- Berman, J. (2019, June 2). More high-school students are using this hack to get a head-start on college — but the poorest students are being left behind. *Market Watch*. Retrieved from https://www.marketwatch.com/story/more-high-school-students-are-taking-college-courses-but-the-most-underprivileged-are-getting-left-behind-2019-05-20?mkt_tok=eyJpIjoiTIRJek1qTTJOREF5WmprdyIsInQiOiJLRUIxYlhSeTVrQUwrZDFQT1cyRUYxdmhjdERlajNLeUrT3lRK0RwWXBrUmxVellebm9STFh6ZFQrelA5bVdUMzFpM0I5anNjc3dnOG5xZnZGOUR4MlIwbytpN2JxbEZLbjc4SU85eHpwZjRXbElXZytuSzdwV2NNdHJ1UWJJZCJ9
- Dembicki, M. (2019, June 19). House panel examines dual credit. *Community College Daily*. Retrieved from <http://www.ccdaily.com/2019/06/house-panel-examines-dual-credit-cbe/>
- Grubb, J., Scott, P. H., Good, D. W. (2017). The answer is yes: Dual enrollment benefits students at the community college. *Community College Review*, v45 n2. p. 79-98. Thousand Oaks, CA. Sage Publications. Retrieved from <http://dx.doi.org/10.1177/0091552116682590>
- Levesque, E. M. (2018, October 8). Improving community college completion rates by addressing structural and motivational barriers. Brookings Institute. Washington, D.C.: Brookings Institution Press. Retrieved from https://www.brookings.edu/research/community-college-completion-rates-structural-and-motivational-barriers/?mc_cid=6d03f28d64&mc_eid=1e36829789
- Tennessee Department of Labor & Workforce Development. Labor Force Profile. Retrieved from: <https://www.tn.gov/workforce/tennessee-economic-data-/labor-force-statistics/labor-force-profile.html>
- Tennessee Department of Labor & Workforce Development. Current job openings. Retrieved from: <https://www.jobs4tn.gov/vosnet/Default.aspx>
- West, Darrell M. (2018). The future of work: Robots, AI, and automation. Washington, D.C.: Brookings Institution Press. Retrieved from <https://www.brookings.edu/book/the-automated-society/>

APPENDIX B- Budget

GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: October 24, 2019 END: April 25, 2022				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	347,000.00	0.00	347,000.00
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	0.00	20,000.00	20,000.00
11, 12	Travel, Conferences & Meetings	5,000.00	0.00	5,000.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	398,560.00	0.00	398,560.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase ²	160,426.00	0.00	160,426.00
22	Indirect Cost	72,879.00	0.00	72,879.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	983,865.00	20,000.00	1,003,865.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.



Linda Wofford

*Manager, Human Resources
Arconic Engines*

linda.wofford@arconic.com

+1 423 585 3008 Office

+1 423 581 1876 Fax

5650 Commerce Blvd.

Morristown, TN 37814

July 29, 2019

Mr. Mike Krause
Executive Director
Tennessee Higher Education Commission
404 James Robertson Parkway, Ste. 1900
Nashville, TN 37243

Dear Mr. Krause:

I am excited to partner with Walters State Community College to develop a partnership with Hamblen County Schools to pilot a degree program in Engineering Technology Automation this fall. This program will afford Hamblen County high school students the opportunity to develop knowledge and skills that will make them valued employees with Arconic, one of the largest employers in Hamblen County.

As an HR Manager who is tasked with recruiting and hiring qualified specialty skilled employees in the areas of Engineering, PLC Programming, Electrical Maintenance as well as multi-craft/skilled Maintenance personnel, I cannot express in words just how difficult it is to find employees to fill our current open positions. We are a growing manufacturing plant supporting the commercial and military aircraft industry; so, as you might imagine qualified employees are a must to ensure our success.

Through programs like this as well as other initiatives they have developed, it is obvious that Walters State Community College is committed to the students and employers in this area.

Sincerely,


Linda Wofford
Human Resource Manager

Innovation, engineered.





Department of Economic and Community Development

Bob Rolfe
Commissioner

Bill Lee
Governor

July 29, 2019

Mr. Mike Krause
Executive Director
Tennessee Higher Education Commission
404 James Robertson Parkway, Ste. 1900
Nashville, TN 37243

Dear Mr. Krause,

I am writing to submit a letter of engagement supporting the grant request from Walters State Community College for a pilot dual enrollment program. This program will help the Northeast Tennessee Region meet their goal of workforce excellence and reinforce the ability of our region to attract new industries and manufacturers. As the state looks to attract and increase industrial investment in Tennessee on the order of \$4 billion, the state is actively looking to support programs just like these. Our experience has been that with lower unemployment numbers it has become even more imperative to train new workers in trades and certified skills fields.

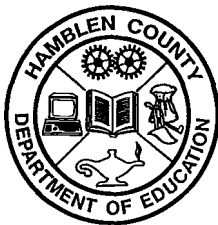
This proposed program provides training and a degree completed by the time these young workers complete high school. The proposed partnership with Iconex further supports the program by using a "grow your own employee" model. As this program grows, it has the ability not only to expand skill offerings, but also to be replicated across the region. This is especially helpful as Walters State provides training for workers in the nearby economically distressed county as well as those counties currently noted as "at-risk" in our region. Further, skilled workers can command a higher than average wage, leading to greater economic prosperity for the counties of Northeast Tennessee.

For these and many other reasons we support this request to provide workforce training. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn Tully".

Lynn Tully, AICP, CEcD
Regional Director, NE TN
State of Tennessee Economic and Community Development



HAMBLLEN COUNTY DEPARTMENT OF EDUCATION

210 East Morris Boulevard
Morristown, Tennessee 37813
Phone (423) 586-7700 • Fax (423) 586-7747

*The mission of Hamblen County Schools is to educate students
so they can be challenged to successfully compete in their chosen fields.*

DR. JEFF PERRY
Superintendent

BOARD OF EDUCATION

Shahin Assadnia

Carolyn Oawson

Joe Gibson, Jr.

Roger Greene

James Grigsby

Janice Haun

OydeKinder

July 29, 2019

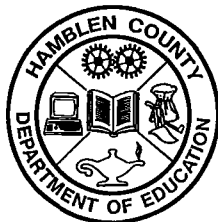
Mr. Mike Krause
Executive Director
Tennessee Higher Education Commission
404 James Robertson Parkway, Ste. 1900
Nashville, TN 37243

On behalf of the Hamblen County Board of Education and the Office of the Superintendent, I am writing this letter of support for the Walters State Community College grant for workforce ready equipment. The school system has created a strong partnership with Walters State and we are very excited about our Automation/Technology program which we are starting this year. It is my firm belief this program will help produce the next generation for highly skilled technical staff for our local industries. We have conducted a number of meetings with our local industries and all of them have commented on the need for this type of highly skilled technical employee.

We have a strong industry-based economic in Hamblen County. However, the current workforce is aging and many are concerned the next generation of workers will not possess the necessary skills to replace those individuals. Our region is especially concerned because over 100 advanced manufacturing industries call Hamblen County home and they are already in desperate need of skilled workers.

We are committed to helping our youth become career ready and able to enter the workforce immediately out of high school. However, we realize this is not an issue that we can resolve in isolation. We must have the support of our post-secondary partners at the junior and technical college level. Governor Bill Lee has forged the pathway for our public education systems to partner with industry partners. Much of these partnerships are connected with intentional Work Based Learning experiences.

A prime example of how this partnership is broadening can be found in a new initiative between Walters State Community College (WSCC) and our Hamblen County School System. This cooperative relationship between our high schools, WSCC, and a number of advanced manufacturing industries will provide students with the opportunity to graduate with an Associate degree in Automation or Computer Technology degree weeks before they graduate with their high school diploma. The industry partners have also agreed to allow the participating students to work as interns at their companies while they are in school during their senior year of high school.



HAMBLEN COUNTY DEPARTMENT OF EDUCATION

210 East Morris Boulevard
Morristown, Tennessee 37813
Phone (423) 586-7700 • Fax (423) 586-7747

*The mission of Hamblen County Schools is to educate students
so they can be challenged to successfully compete in their chosen fields.*

DR. JEFF PERRY
Superintendent

BOARD OF EDUCATION

Shahin Assadnia

Carolyn Oawson

Joe Gibson, Jr.

Roger Greene

James Grigsby

Janice Haun

Clyde Kinder

The combination of students having the dual enrollment opportunity during high school at no cost to our students coupled with the opportunity to work as an intern with a major employer in our area makes for this to be a win-win situation for our students, businesses, and community. This grant will assure that our students have the opportunity to work with equipment that is similar and of relevant significance to our industrial base in Hamblen County. Clearly this grant will enable us to fully implement this program and to prepare students for post-secondary endeavors.

Sincerely,


Jeff Perry, Ed. D., Superintendent of Schools



July 31, 2019

Mr. Mike Krause, Executive Director
Tennessee Higher Education Commission
404 James Robertson Pkwy., Ste 1900
Nashville, TN 37243

Dear Mr. Krause:

I am writing this letter of engagement in support of a partnership between Walters State Community College and the Hamblen County School System in recommendation for a grant that would fund the purchase of additional equipment for the Automation and Computer Technology programs. Both Morristown East and Morristown West's technical programs play a vital role to our workforce pipeline in Hamblen County. The Morristown Area Chamber of Commerce is directly responsible for the recruitment and retention of over 100 local industries and we fully support and engage Walters State Community College and their partnership with Hamblen County Schools to pilot a dual enrollment degree program in Engineering Technology Automation this fall in which students earn both a high school diploma and a college degree upon graduation from high school. This program will afford Hamblen County high school students the opportunity to develop knowledge and skills that will make them valued employees with area manufacturers upon graduation from high school.

Hamblen County currently has over 100 manufacturing & industrial related companies, a large majority of which need workers much sooner than the typical 4-year degree plus post graduate work. Most importantly, two new companies recently announced locating facilities in this region. Both of these companies will provide exciting opportunities for our students, if they have the needed skills to succeed. The first is Osh Kosh Manufacturing which will employ some 250 people working on US military contract vehicles. This company is located 10 minutes away in an adjacent county. The 2nd company is Van Hool, a bus company from Belgium. They will be setting up their first US operation in Hamblen County and will also need approximately 1,000 employees within 5 years of operation. These employers have a desire to have employees trained quicker and more efficiently than is offered today.

These grants would equip our community's talent pipeline with the education and skills much earlier in the process without incurring the ongoing burden of student loan debt. The job outlook in our area continues to be strong as Hamblen County typically adds between 500-1000 new jobs per calendar year in the industrial sector. This grant and a continued focus on manufacturing would allow Hamblen County to continue the tradition of making things.

Being a "maker" creates sustainability as there is continued need for the items that our community produces. Our community would love to become not only a recipient, but a true partner of both Walters State Community College and the Hamblen County School System to allow them to produce and maintain that workforce pipeline our community relies upon.

Sincerely,

Marshall Ramsey
President

IN THE MOUNTAINS BETWEEN THE LAKES

T: 423.254.6078
C: 423.200.7797
5512 East Morris Blvd.
Morristown, TN 37813
www.iconex.com



July 29, 2019

Mr. Mike Krause, Executive Director
Tennessee Higher Education Commission
404 James Robertson Parkway, Ste. 1900
Nashville, TN 37243

Subject: Letter of Engagement- Engineering Technology Automation and Computer Technology

Iconex is one of more than 100 manufacturing companies in Morristown, Tennessee. This city is in the top 5 cities in the U.S. (per capita) for industrial manufacturing jobs.

We struggle every day trying to find well trained people in the areas of engineering technology/ automation and computer technology. So many children are being "funneled" into four-year degrees, there are too few pursuing technical /trade careers. This is causing an alarming shortage of properly trained candidates who have the necessary skills to support manufacturers who have machinery driven by PLCs (computers). We also need candidates who can use engineering skills to "repurpose" existing equipment to keep it relevant and productive beyond its original intent. This process helps keep costs down and keeps the U.S. competitive.

The Morristown area is served by Walters State Community College and Hamblen County Schools, both of which are world class institutions. Walters State Community College is excited about their partnership with Hamblen County Schools to pilot a degree program in Engineering Technology Automation this fall. This program will afford Hamblen County high school students the opportunity to develop knowledge and skills that will make them valued employees with area manufacturers. They are also looking at expanding these dual enrollment opportunities to include their program in Computer Technology.

These programs are critical to increasing the availability of properly trained (and sorely needed) workers to support our local industry. Iconex plans to engage with these programs and work with the students pursuing a future in these fields.

Sincerely,

A handwritten signature in blue ink, appearing to read "J. Price", with a stylized flourish at the end.

ICONEX.

Jim Price
Director of Technical Innovation
423.254.6078 office
423.200.7797 mobile
Jim.Price@iconex.com
www.iconex.com